

Long Term Disability

Why is Long Term Disability coverage important?

If you are unable to work due to a disabling condition, how would you replace your income?

Long Term Disability coverage does just that!

PLUS

1. If an employee is ***vested**, they can get up to 100% of pre-disability earnings when combined with STRS/SERS!
2. If an employee is **NOT *vested**, they can get up to 60% of pre-disability earnings!
3. If an employee encounters a partial or temporary disability, benefits are still available!
4. These earnings will be "tax-free" assuming premiums are paid with after-tax dollars.
5. Allows our employees to have private insurance that is not dependent on the State.

- Monthly Maximum Benefit: \$5,000
- **NO Medical Questions during this Open Enrollment**
- After this open enrollment, you cannot enroll without Medical Questions
- Employee Assistance Plan included at no additional charge
- Effective 1/1/2016
- Benefits payable after 180 calendar days from disability date (Elimination Period)

| | STRS/SERS Disability | + | LTD | = | Total Income Replacement |
|------------------------------------|----------------------|---|------------|---|--------------------------|
| Less than 5 or 10 yrs. of service* | 0% | | 60% | | 60% |
| Up to 20 years of service | 45% | | 55% | | 100% |

*STRS Disability: Vesting timeframe is 5 years if hired before 6/30/13
 Vesting timeframe is 10 years if hired 7/1/13 or after:

*SERS Disability: Vesting timeframe is 5 years.

Shaker Heights City School District Voluntary LTD Rates and Weekly Premium

| Benefit Duration > | To Social Security Age |
|--------------------|------------------------|
| Rate per \$100 > | 0.45 |
| Annual Income | |
| \$20,000 | \$1.73 |
| \$30,000 | \$2.60 |
| \$40,000 | \$3.46 |
| \$50,000 | \$4.33 |
| \$60,000 | \$5.19 |
| \$75,000 | \$6.49 |
| \$100,000 | \$8.65 |